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Northern Region News



September 3, 1993

A Newsletter For Employees and Retirees

Issue 9

Forest Service Chief Dale Robertson was the guest speaker at the Family Meeting held in Missoula on August 16. Robertson was in Region 1 primarily to attend the dedication of the Aldo Leopold Wilderness Research Institute and the Arthur Carhart Wilderness Center held August 21.

To the near capacity crowd of some 300 employees and retirees in attendance at the Family Meeting, Robertson gave his view of the path he foresees the agency taking under the new Clinton Administration. He predicted there will be significant changes as a result of Vice President Al Gore's initiative to "reinvent government." Secretary of Agriculture Mike Espy will make a major announcement September 21 on how USDA will implement the administration's new directives.



L to R - Sherm Sollid accepting Chief's award from Regional Forester Dave Jolly

One of the natural resource issues embraced by the Clinton administration, Robertson reported, is ecosystem management (EM), which affects many Forest Service programs. Due to the agency's leadership in EM, Robertson stated that the Forest Service should be "in a good situation to carry out these programs."

Robertson voiced his strong personal commitment to EM. He wants the Forest Service to move as fast as it can to implement the concept, but he made clear that it was his decision to leave the specifics on how EM should be carried out to people in the field.

Another potential area of growth for

Changes Coming to the Forest Service

the Forest Service, the Chief said, was in rural development, a subject of particular interest to Secretary Espy. Because of the agency's impact on so many rural communities, Robertson strongly emphasized the agency's obligation to be sensitive to the needs of local rural communities.

In response to a question concerning retirement incentives, Robertson announced that the Forest Service has put forward a legislative proposal for voluntary separation incentives to assist in downsizing the workforce.

The Family Meeting was also the occasion for the presentation of two Chief's awards to R-1 employees. The Northern Rockies Retirees Association, editorial review board, received a certificate for their three years of volunteer work in the preparation of the history of the Northern Region. The members include Bob Milodragovich, chairman; Bill Beaman; Tony Evanko; Chuck Hardy; Jack Pucket; Vern Thompson; Carl Wetterstrom. Also recognized was Hank Viche, now deceased.

Sherm Sollid, geologist with the Gallatin National Forest, was also presented with a Chief's Award. In giving the award, Regional Forester Dave Jolly recognized Sollid's work on two particular mine projects and their attendant EIS's, for which he acted as coordinator. "Sherm's work was characterized by positive actions to obtain community and industry support for Forest Service objectives. As a result the Mineral Hill Mine and the East Boulder Mine were permitted in record times with no appeals."

A certificate of appreciation was presented to Forest Service retirees in recognition of their dedicated service as interpretive hosts at the historic Lochsa Sta-

tion.

The final award was presented to Dave Jolly on behalf of the Northern Region for its significant achievement in paying its bills in a timely manner. "Due to the outstanding efforts of field units, most notably Region 1 units, "the Forest Service has significantly decreased the amount paid out for interest penalties, saving scarce resources for important programs," the Chief stated.

All Forest Plans in Region Up for Review

"**C**hanged conditions warrant major adjustments to the Forests' management direction," Regional Forester Dave Jolly announced August 23. For that reason, the Region is now considering amendments and revisions to the resource management plans for the 13 national forests and 4 national grasslands.

Jolly stated the modification process will be initiated in FY 94, which begins October 1, 1993, and take up to two to five years to complete. The first management plans to be reviewed for possible change include the Clearwater, Flathead, Gallatin, Idaho Panhandle, and Kootenai National Forests.

The review process will provide opportunities not only to respond to changing conditions, explained Jolly, but also ensure that ecosystem management principles are incorporated in updated Forest Plans. In addition, "it will provide opportunities for strengthening our ongoing involvement and coordination with other levels of government: communities, towns, counties, States and Tribal Governments," Jolly said. However he assured that no action will preempt wilderness options associated with any proposed wilderness legislation.



AWARDS TO...

Bob Dennee, Larry Cole, Kim Zier

Awards for outstanding contribution to the Regional Lands program were presented recently by the Lands and Minerals Director Chuck Wassinger.



L to R - Bob Dennee, LM Director Chuck Wassinger

Bob Dennee, lands program manager, Gallatin National Forest, was presented the Director's Award in recognition of his accomplishments in acquiring public access, land exchange and

purchase. Bob has shown extraordinary skill in working with the public and special interest groups in the acquisition of critical lands and access rights for the public.

One of three special achievement awards went to Guy Adams, lands staff assistant, Beaverhead National Forest. Given the limited budget available, Guy has developed a strong lands program through organizing workloads, establishing priorities, and eliminating backlog.

Larry Cole, recreation forester, Helena Ranger District, received his special achievement award for his leadership and dedication in his work in special uses. Larry's thoroughness and professional conduct with permit holders and the public has been a major factor in resolving problems before they become major conflicts.

Kim Zier, west central appraisal zone leader and review appraiser, was honored for accomplishing a heavy workload involving numerous complicated appraisals including properties in the Salmon Wild and Scenic Rivers corridor, urban commercial properties, and conservation easements. During the past fiscal year, Kim completed assignments totaling over \$9 million in value.

by Barb Beckes, Lands and Minerals Program Coordinator
Regional Office

Beaverhead Employees

Several staff members of the Beaverhead National Forest recently received recognition for special achievements. Honored were research analyst Loren Iverson who received a superior performance award; Roy Perry, Les Myers, Jill Nishball, Sharon Duffey, Joe Buckley, Jim Schaeffer, and Quane Wofford for their assistance on the repair of an amphitheater at the Birch Creek Outdoor Education Center; Les Myers, Jack de Golia, Argus Black, Loren Iverson, Pete Smith and Jackie Howery for help with Fishing Day sponsored by the Dillon District. Jack de Golia received thanks (in the form of a Bitterroot sweatshirt!) from the Bitterroot National Forest for his work with them on mutual issues.

by Jack de Golia, Public Affairs Officer
Beaverhead National Forest



L to R - Beaverhead Forest Supervisor Ron Prichard and Loren Iverson

Lolo Employees



The Office of General Counsel in Missoula gave certificates of appreciation to seven employees of the Lolo National Forest for their assistance in the preparation of two contract appeals cases. At risk were claims exceeding \$350,000. OGC Assistant Regional Attorney Mark Lodine cited the "professionalism, expertise and competency" exemplified by the employees, who include contract specialist Dallas Summerfield; civil engineer technicians Jim Soular, Bryon Williams, and Joe Hughes; contract specialist Bob Lehmann (now with the Regional Office); retiree Gary Seiffert; and geo-technical engineer Mike Mitchell.

At left, L to R, back row - Regional Forester Dave Jolly, Mark Lodine, Bob Lehmann, Joe Hughes, OGC attorney Marcus Wah. Front row - Bryon Williams, Dallas Summerfield, Jim Soular.

Kudos to Anaconda JCC

Center Director
Anaconda Job Corps Center
Anaconda, Montana

John Klick, Coordinator Residential Living
Clearfield Job Corps Center
Clearfield, Utah

July 3, 1993

Dear Sir,

My wife and I recently had the pleasure of visiting our daughter Saundra Maree Klick at your center, and we were so impressed we felt compelled to write. We arrived on center the afternoon of 6-23-93 surprising our daughter while she was at dinner. Our visit with her over the following two days was so rewarding we couldn't believe this was the same hostile young lady that left our home over four months ago. Our hearts were truly elated with pride, joy, and confidence that our Sandi was finally on the right track. After seeing your center and meeting the staff most responsible for interaction with our daughter, it wasn't hard to understand how and why Sandi had made such a turn around.

There in lies the purpose of this letter. We would have been remiss if we didn't write back and say thank you to you and your staff for making us feel so welcome. I have been employed with Job Corps for over fifteen years. During that tenure, I have worked at three different centers and visited twice that many. At no point have I ever been so impressed as I was with the center, staff, and students of the Anaconda JCC.

A very special thank you goes out to "Punk," Sandi's Advisor in Dormitory 4; to Sandi's Carpentry instructor, and finally Mac and his crew of staff and students in Welding.

From the moment we arrived on center we could see the pride reflected in the immaculate, well groomed grounds. Students were orderly and outgoing. But nothing prepared us for the reception we received by the Welding Instructor and crew. Our daughter's progress was openly and professionally discussed with us. A complete tour of not only the Welding Department but Carpentry, Masonry, and Heavy Equipment was personally directed by a very outgoing and pleasant instructor whom Sandi simply adores, Mac. He made us feel that his time was ours completely and we could utilize as much of it as we desired. We had the opportunity to talk with "Punk," and your Infirmary staff. We can not say enough about your staff and how welcome they made us feel. However, we were most impressed with their genuine concern for our daughter's progress and well being, and for the way they made us feel about the way they felt for her. Our deep appreciation and a sincere thank you goes out to all of them.

We hope to visit again, but until then please share this with those mentioned and our deepest and sincerest thank you.

John & Julie Klick



a note from Dave

On August 9, I had the opportunity to go with Alan Christensen, the Regional wildlife program leader, to participate in a MAPS station in the Bitterroot National Forest. MAPS stands for monitoring avian productivity survival. MAPS stations are part of the Regional neotropical migratory bird program where birds are trapped with mist nets and banded. (See article on page 6).

Our destination was the Lee Metcalf Refuge. The Bitterroot and Lee Metcalf are cooperating on two MAPS sites, one on the refuge and another at Lick Creek, in the Bitterroot.

It was a beautiful morning to be out in the field. As the sun came up, I was introduced to the crew as they prepared to handle the birds. Folks from the Forest Service (John Ormiston and Dave Lockman), the Lee Metcalf Refuge, a microbiologist from the Rocky Mountain Laboratory in Hamilton, and rancher-volunteers rounded out the crew. It was truly a cooperative effort.

On our first walk past the mist nets we captured three birds, all of different species. It's always rewarding to have "hands on" experience and handling a tiny yellow warbler that weighed in at about 30 grams was a new and exciting experience for me. The science involved in carefully aging, sexing and identifying the species was impressive and the skill of the bird crew was obvious.

I got to be the "good guy" and released the warbler and watched it quickly fly into a thick willow bush. That short flight was just a prelude to the rigorous migratory flight the warbler will make to winter grounds in Mexico in a month or so.

The information this program is producing will strengthen our implementation of an ecosystem management approach and tell us more about the valuable wildlife resources in the forests in Region 1. Like so many of our wildlife programs, it has to involve other agencies and the public to be successful. I saw first hand the interest and skill that private citizen "birders" can bring to our forests and how strongly they feel about the resources we manage. This program exemplifies the spirit and act of partnerships, of what volunteers, interagency cooperation, and good science can accomplish.

Dave Jolly
Regional Forester

National Girl Scout Program Hosted by Beaverhead

by Cathy Speich-Ferguson, Civil Engineering Technician
Beaverhead National Forest

On July, 36 cadet and senior Girl Scouts from around the Nation gathered for two weeks in the Beaverhead Forest for "Careers in the Pioneers." The program was set up to help girls learn about natural resource careers and for the opportunity to work on a national forest. The event marked the culmination of two years of planning and preparation by the Dillon Ranger District Ranger Barry Hicks and his staff.



Dave Browning talks about fisheries habitat with Girl Scouts

The girls, aged 15 -18, were participating in a "Wider Opportunity" program through the combined efforts of the Forest Service and the Girl Scouts.

The Scouts who attend Wider Opportunity events have to go through two interviews and submit a written application in order to be selected to participate as well as pay their own transportation and event fees. Scouts selected for Careers in the Pioneers were chosen for their interest in the outdoors and natural resource careers.

The program blended classroom training with outdoor experiences. Phyllis Denton, Forest mining engineer; Sherry Christensen, support services clerk; and Linda Blomquist, former employee of the Montana Job Service, set up a career fair and conducted workshops on skills for resume writing, job interviews, employment opportunities, and job hunting techniques. The one-day career fair highlighted approximately 20 natural resource careers, ranging from ranching to smokejumping to petroleum engineering.

Project work provided the outdoor/first-hand experiences under the supervision of Forest Service project leaders Jim Schaeffer, Dillon District forestry technician; Dave Browning, Dillon/Sheridan fisheries biologist; and Mike Ryan, Forest archaeologist; along with other assistance provided by the Dillon District fire and trail crews.

Most of the activities took place in the shadow of beautiful Torry Mountain in the Birch Creek area and at the Birch Creek Outdoor Education Center where the girls were housed for the

two weeks. The Outdoor Education Center provided the girls with rustic living conditions in the historic dormitories of what was originally the Birch Creek Civilian Conservation Corps Camp, built in the 1930's. The Center is now maintained and run by Western Montana College.

Yes, the event has been labeled a success. But more than that are the lasting impacts and the memorable experiences that will last a life time:

To Julie Palmer, from Florida, it's her first time to see and touch snow.

To Linda DeGraw, Girl Scout Event Director - well, perhaps, her memorable experience of the camp will be the day she lost the chase-vehicle keys down the Crystal Park outhouse. That's probably the first time she's ever been fishing for anything with a hook as big as a coat hanger before.

Then there's the day the bus driver lost the bus keys and an Eagle Boy Scout had to hot wire the bus so the tour could go on....

Where Stars Are Brighter

by Larry Timchak, District Ranger
Judith Ranger District, Lewis & Clark National Forest

Architect Phil Korell of Great Falls grew up along the Judith River a few miles downstream from the recreation area. His grandfather pioneered in the area and was an early friend of cowboy-artist Charlie Russell.

Phil and his family wished to return something to the land that has meant so much to them. In memory of Phil's parents, Bill and Ruth Korell, the Korell family donated \$2,500, labor, plus the architectural services of Phil who designed and supervised the construction of the improvements. The Forest Service matched the Korell family contributions with challenge cost-share funds.

On July 3, family members and friends met to formally dedicate the renovated recreation area. The family's thoughts were expressed by Phil's son Neal at the ceremony:

"The stars are brighter when seen from here, the breezes fresh and clean.

And I think everyone who's gathered here shares my heart-felt dream

That in fifty years it will look just like it does today, all fresh and rain-washed clean."



Phil Korell working at recreation area on Judith River

Custer Holds Native American Youth Practicum

by Mary Lunsford, Secretary
Custer National Forest

Coordinating the Native American Youth Practicum for the Custer National Forest for the past three years has been a challenging job for Gerard Baker, assistant district ranger for the Beartooth Ranger District. The practicum reflects Gerard's dedication to encouraging Native American youth to acquire the math, science and cultural skills needed for higher education.

Tied with this objective is Gerard's goal to teach the students how to manage natural resources from a cultural perspective. The benefit for the Forest Service is that the practicum is used as a recruiting tool for the agency.

Gerard's contacts with the Bureau of Indian Affairs, Bureau of Land Management, National Park Service, Montana Department of Fish Wildlife and Parks, and Forest Service as well as State agencies, have yielded a host of volunteers each year. Gerard also utilized a diversity of Native Americans from the different agencies to serve as role models for the students



Oliver Pease, a member of the Crow Tribe, instructs attendants of the youth practicum in drum playing and singing traditional Crow songs

in the form of instructors, counselors and speakers.

With Gerard's determination, twenty-seven students from eight different tribes across three states were brought together at a site in the Pryor Mountains in the Beartooth Ranger District. All the tribes working together towards ecosystem management that incorporates a cultural awareness was quite an achievement. These students will be taking their knowledge, skills and enthusiasm back to share with their families, schools and tribal leaders.

Custer Gives Girl Scouts Career Guidance

by Susan Newell, Federal Women's Program Manager
Custer National Forest

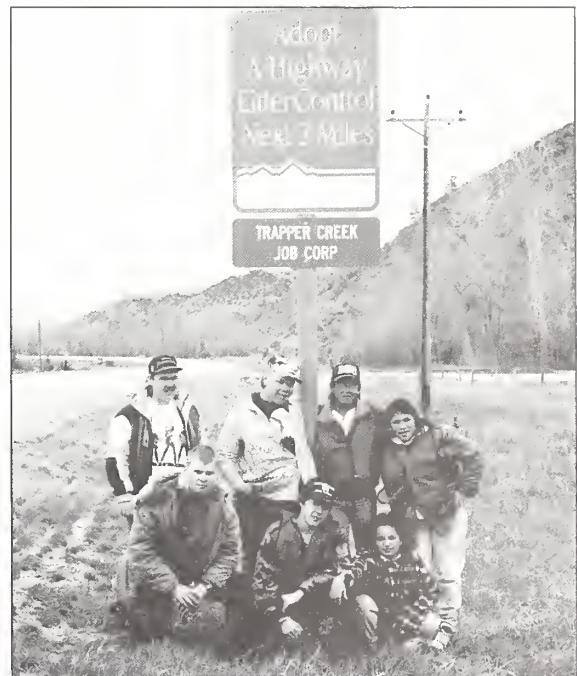
Custer National Forest hosted two Girl Scouts June 8-11 as part of the Treasure Trails Girl Scout Council's annual Career Quest. The week fit in well with the Forest Service direction to provide information about Forest Service careers to a wider circle than current job applicants.

High school juniors Kim Phagan of Gillette, Wyoming and Michelle Dixon of Lockwood, Montana, examined a wide spectrum of career opportunities with the Forest Service. But, according to Michelle and Kim, the best part was the time spent in the field. One day they worked with George Schaller, recreation assistant, surveying campgrounds for accessibility to people with disabilities. This included checking degree of slope on trails, sidewalk and parking areas, checking space and heights of facilities in toilets, widths of doorways and how they opened, ease of access to grills, fire rings and camping areas.

The next day Kim and Michelle worked on West Fork, Rock Creek Trail with Christie LeClair Baken, seasonal wilderness ranger. The Scouts learned about the work of educating the public on no-trace use of the wilderness, role of bulletin boards and trail signs at trailheads, how overused campsites and fire rings are rehabilitated and the importance of wilderness in managing public lands. In addition, Kim and Michelle constructed a water bar to clear a flooding trail, rehabilitated a fire ring and trimmed overhanging branches on the trail.

We, at Custer National Forest, enjoyed meeting and talking with Michelle and Kim. They were interesting, enthusiastic and interested in learning about careers in the Forest Service and the outdoors. Maybe, five or six years down the road we'll see them again.

Trapper Creek JCC Adopts a Highway



Trapper Creek Job Corps' "Club Wild" members adopted two miles of Highway 93 from the Darby Rifle Range to Rye Creek. They recently performed their first clean-up and have committed themselves to do their stretch three times a year. Club Wild members: front row, L to R - Chris Eaton, Lance Hill, Andrea Ground. Back row, L to R - Jason Pelkey, Harvey Smith, Joe Bear, Gail Wagner.



A Stillness in the Forest-

What's Happening to Our Songbirds?

It's a humbling fact that in our technologically advanced society, we know so little about neotropical birds, which make up between 60-70 percent of our songbirds. By definition, "neotrops" breed in the United States and Canada, and winter south of the border in Mexico and Central America, a commuting distance of up to 4,500 miles.

This lack of knowledge is particularly distressing because research has recently revealed that the population of some species of our songbirds is showing "an alarming and pervasive decline" (Dobkin, 1992).

In order to determine why species may be declining in the Northern Rockies, there are areas that require study: When do the birds arrive in the region, where exactly do they breed, what habitat attracts them, what do they feed on, how many young do they have, how many young are surviving, and where precisely do they go when they leave?

The Northern Region is ideally situated to help with the research because it manages lands where about 140 species of these birds breed. Of the 140, about 20 species are known to be declining. Because of the reduction in numbers, the Region is currently implementing parts of a five-year plan for managing neotropical migrant land birds in the Northern Rockies.

The first step was to assemble all the known data on neotrops, completed by contractor Dr. David Dobkin in 1992. It was expected that information would be scanty. Research on wildlife in Region 1 has historically been directed mostly at big game and cold water fish. The resulting report, "Neotropical Migrant Landbirds in the Northern Rockies and Great Plains," is the single best reference on the topic now available and over 600 copies have been distributed.

A second step in the program was initiated this summer after two years of development. R-1 wildlife program leader Alan Christensen, working in coopera-

tion with Dr. Richard Hutto, a nationally known neotrop expert at the University of Montana, has developed a Regional monitoring program of neotrops throughout the Region. The procedure involves establishing randomly located "points" that will be monitored annually. Because neotrops establish territories, call, and otherwise display, they can be counted during their brief courting, nesting, and brood-rearing season from approximately mid-May to mid-July. These surveys will show which species are occurring, their abundance, and identify their nesting habitats.

In Region 1, the point counts were conducted in the Beaverhead, Kootenai, and Flathead National Forests and in cooperation with Region 4 in the Targhee. Christine Paige, who plays a key role in the neotrops program in a shared position between Intermountain Research Station and R-1 Fish and Wildlife, supervised the pilot effort. Songbird biologist Dan Casey, with Montana Department of Fish, Wildlife and Parks (MDFWP), supervised the field crews in the Kootenai and the Flatead, marking the first such cooperation with MDFWP.

This cooperative effort with MDFWP was funded in part with Bonneville Power Administration wildlife mitigation trust funds. It is part of a long-term cooperative program designed to mitigate wildlife losses due to the development of Libby and Hungry Horse Dams. Harvey Nyberg, working in an Intergovernmental Personnel Action capacity between MDFWP and the Forest Service, helped coordinate and implement the neotrops point counts.

The actual counts are conducted by highly skilled field technicians who identify all birds seen or heard over a 10-minute time frame at each of 10 points along a 400-meter transect. Most identification is done on the basis of the bird's call. During this year's pilot effort, over 1,000 point counts were conducted. Next



Regional Forester Dave Jolly with warbler at MAPS station

year's plans are to implement point counts on every forest in Region 1, using the procedures and experience gained from the pilot effort this year.

Another element of the neotrops program are MAPS (monitoring avian productivity and survival) stations. Involved are efforts to trap, identify and band songbirds with carefully designed mist nets. Mist nets are extremely fine, black, monofilament nets that are set up so birds will fly into them and become trapped. Birds are then identified to species, sex and age and then banded and released. The four MAPS stations established this year are run by a cooperative effort involving the Forest Service, the Flathead Indian Reservation, U.S. Fish and Wildlife Service, MDFWP, local Audubon Chapters, and private citizens.

The neotrops survey has an international aspect, in that Region 1 has hosted avian scientists from Mexico each of the last two years. These scientists have participated in all parts of the field program and will become important bridges to international cooperation in the future.

Region 1's neotropical bird program is not easily managed. It requires a large degree of coordination and unending patience to work. Despite the difficulties, Alan Christensen's excitement about the program remains high. The initiation of the survey has implications in many areas, states Christensen. It marks an important expansion of the wildlife program that focuses on non-traditional, non-game species. And, he adds, it appeals to and provides an opportunity for the public to be intimately involved. "Birds are magical creatures," Christensen explains, "and because so many people watch and feed birds, this program is very tangible and personally meaningful to them. It also provides a tremendous opportunity to monitor forest management."

Region Devises Plan to Save the Bull Trout

by Rick Stowell, Fisheries Program Leader
Regional Office

A major effort is being made by the Forest Service and five Western States to stem the decline of the bull trout. The effort was initiated two years ago when representatives of five states (Oregon, Washington, Idaho, Montana, California) met with the Forest Service to discuss the status of the species. A working group was formed made up of state biologists, Forest Service biologists, and occasional participation by invited scientists.

One of the first products of the working group was a survey for all known information on the species throughout its range. A questionnaire was developed which was sent to all State and Forest Service fisheries biologists. Industry and tribal biologists were involved as well. This information was then compiled by each State in their Rivers Information System database. These databases can be manipulated to answer many questions regarding distribution of the species and the present condition of populations and their habitats.

The questionnaire yielded a total of 439 bull trout populations with associated data on status and trend. One population is known to be extinct (California's McCloud River). Nevada also has a population in the Jarbridge

River system that was classified as remnant. Of the remaining populations, 25 percent were listed as declining, 25 percent stable, and less than 1 percent were rated as increasing. The biologists indicated that there was no information on status or trend for over 40 percent of the populations.

The Forest Service issued a draft report entitled "Habitat Conservation Assessment" (HCA) on June 25, 1993. This document contains chapters on demographics, habitat requirements, limiting factors, population status and trend, and management considerations. Intermountain Research Station employees Bruce Rieman and Jack McIntryre were the primary contributors to this document. A briefing for the WO directors and staff was made on August 4, 1993.

Factors affecting the species varied widely throughout the range with habitat degradation, interaction with exotic species, over harvest, and loss of migratory corridor for the large river and lake bull trout populations being the major causes of decline. Forest management was identified by the participants as a major cause of habitat degradation.

As a compliment to the Forest Service HCA, the states of Montana, Oregon, Wash-

ington, and Idaho have developed species management plans for bull trout. None of these plans were underway prior to the Forest Service effort and are a result of the partnership effort put toward the HCA.

The U.S. Fish and Wildlife Service has shown great interest in the data assembled by the Forest Service and the States. They're thinking that much of the work needed for the review of the bull trout as a threatened or endangered species has been done by the interagency working group. This is a great time savings and will allow all agencies involved to proceed with agreements and strategies to protect the species.

If the population of the species is to recover, much remains to be done. We will know about the status of the listing by the end of October, 1993. The Forest Service as a major player is poised to take the lead in the conservation of this species. Plans are now to initiate conservation agreements with the U.S. Fish and Wildlife Service, Bureau of Land Management and the five concerned States. Private industry is also a major player in regards to habitat and has shown interest in a partnership on this species.

by Dave Cross, Forest Fisheries Program Manager
Idaho Panhandle National Forests

IPNF's Efforts to Protect the Bull Trout

On May 17, the U.S. Fish and Wildlife Service announced it agreed to formally consider placing the bull trout on the list of threatened and endangered species in Montana, Idaho, Washington, Oregon, and Nevada. The range of the fish, once common from the headquarters of the Yukon River in Canada to northern California, has been diminished largely due to changes in habitat.

In Region 1, the bull trout has been listed for many years as a sensitive species. The State of Idaho gives it a similar designation. Idaho has eliminated harvest of the fish in all of northern Idaho with the exception of Lake Pend Oreille. The closure includes the Spokane River aquatic ecosystem, which includes Coeur d'Alene River, Coeur d'Alene Lake, and the St. Joe River.

Researchers have pointed to several reasons for the decline in numbers of the bull trout, which until recently (1978) was confused with Dolly Varden. In the Idaho Panhandle National Forests (IPNF), changes in juvenile bull trout rearing habitat and spawning habitat for adult fish have been identified as problem areas. Spawning occurs in clear headwater streams with gravel or rubble bottoms. These streams are experiencing increased sedimentation.

Hybridization of bull trout with the introduced brook trout is also a concern. Researchers suggest the cross between these two species results in only sterile males which could mean the loss of the native bull trout in time. In sites where the two are found, bull trout populations are declining. In the IPNF, brook trout have been widely introduced in

the past over native bull trout populations.

In 1991, the IPNF adopted the Bull Trout Habitat Action Plan. The objectives of this plan are:

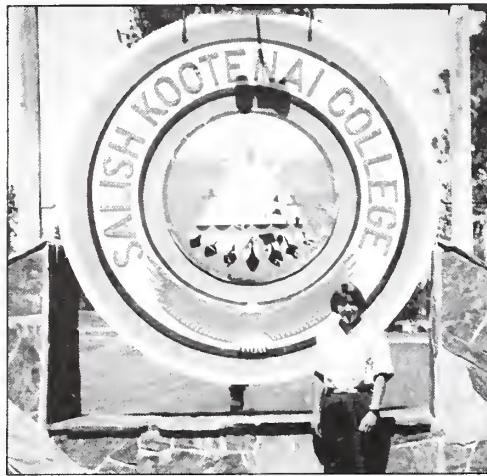
1. Provide a systematic ecosystem approach to conserving and enhancing bull trout habitat throughout the IPNF in support of the Forest Plan.
2. By 1996, complete basin-wide fish habitat inventories of the five Forest aquatic ecosystems in which bull trout habitat will be managed: Lake Coeur d'Alene and its tributaries, Lake Pend Oreille and its tributaries, Priest Lake and its tributaries, the Kootenai River, and the Little North Fork of the Clearwater.
3. Develop watershed specific prescriptions for the conservation and enhancement of bull trout habitat in the five aquatic ecosystems of the Forest by 1998.
4. Use instream structures, such as small log dams, only where stream channels are stable.
5. Address the needs of all life cycle phases for bull trout including spawning, rearing, over-wintering, and adult holding habitat.
6. Provide an effective bull trout habitat monitoring and maintenance program.

The IPNF has inventoried over 500 miles of stream habitat in support of the Habitat Action Plan and has produced a working aquatic ecosystem draft strategy based upon stream inventories that should address the needs of native fish communities and the bull trout in particular.

Walking the Trail Together

*R-1 and Salish-Kootenai College
Join Forces*

Breaking new ground can be exciting but also a cause for anxiety. Kim Skylander, formerly with public affairs in Region 1, is a little less anxious these days, now that the new cooperative effort with the Salish-Kootenai College on the Flathead Reservation appears to be living up to expectations.



Kim Skylander

It all began the afternoon of June 4, 1992, when Kim and Ira Jones, R-1 Native American Program Manager, were on their way home from Polson, Montana, after coordinating the Hellgate Treaty Workshop. They stopped off at the Salish-Kootenai

College at nearby Pablo to pay their respects to college president Joe McDonald. In the course of conversation, McDonald mentioned the need for full-time teachers in forest management and natural resources, subjects that had been addressed in the past by Bureau of Land Management or Soil Conservation employees at week-long workshops.

Kim was asked her background, which seemed ideal for the needs of the college program. "Borrowing" a Forest Service employee would also fulfill the goals of the Forest Service by encouraging more Native Americans to pursue careers in the natural resource fields. The longer the three talked, the more excited they became.

A few weeks later, the Intergovernmental Personnel Action (IPA) was in place which permitted the loan of Kim for a two-year stint as a teacher and liaison at the Salish-Kootenai College, the first such arrangement between the Forest Service and a tribal college. The agreement extends through June of 1994. Jones, who initiated the IPA, is hoping that if the program is judged successful, it will serve as a model for other tribal communities.

For Kim, the work has been tremendously rewarding. "My work has a lot of variety," Kim states. "I do such things as job counseling, work on upgrading the natural resource curriculum for the college, coordinate the math and science youth camp held on the Flathead Reservation, as well as teach natural resource courses."

The development of a four-year B.S. degree in natural resource conservation and environmental science at the college has high priority. If successful, it will be the first four-year degree in natural resources at a tribal college. What will make this program unique is that the degree will combine scientific/technical background with Indian cultural and spiritual relation-

ships to the land. The curriculum will emphasize problem-solving, research, and management of natural resources.

Kim has enjoyed the challenge of the new job. "Working with the tribe and the college had been a wonderful experience," Kim commented. "I've tried my best to represent the Forest Service as an interested and cooperative partner in Indian affairs. The learning experience has gone two ways. I've learned a lot about tribal government and what issues are important to Indian people."

Kim has brought in several Region 1 employees as guest speakers to her classes. She extends an invitation to any employee or retiree with a specialty in a natural resource field to contact her on guest lecturing at the college. Her number at the college is (406) 675-4800, extension 304.

Pierce Ranger District Hosts TPIA Project

*by Rick Kusicko, Acting District Ranger
Pierce Ranger District, Clearwater National Forest*

Pierce Ranger District hosted the seventh annual Take Pride In America (TPIA) project July 16-18. Camp was set up near the old Rocky Ridge lookout site along the Lolo Motorway, and 114 volunteers worked to clear segments of the Nee-Me-Poo Trail several miles east of the campsite.

The weekend project began Friday evening with a potluck, followed by visiting and singing around the campfire—cut short by wind and rain. In spite of the rain, more people showed up Saturday morning.

Eight work parties set out to clear parts of 3 1/2 miles of trail. The Nee-Me-Poo National Historic Trail, known as the Northern Nez Perce Trail, had not been maintained for over 60 years since the Lolo Motorway was built by the Civilian Conservation Corps in 1934.

In many areas the motorway paralleled the trail but was not constructed overtop of it. Windfall, trees and brush were cleared earlier in the season by Forest Service employees, and TPIA volunteers removed the cut brush and logs, doing more cutting with hand tools. They also reconstructed the old trail tread.

After a day of labor, the crew returned to camp and enjoyed a cookout meal and time around the campfire, listening to people tell tales about the way it used to be. Pierce District engineering technician Norm Steadman talked about the sheep- and cattle-grazing history of the Weitas area after the 1910 fires. Forest archaeologist Jeff Fee discussed the importance of the Clearwater Mountains as an east-west passageway for ancient peoples. And Steve Russell, an electrical engineering professor from the University of Iowa, shared results of his research on following and relocating the old Nez Perce trail through the area.

On the support end of the project, Kamiah residents Gordon Hawkins and Bill LaMunyan kept things safe and sane at the campsite, Hawkins with his cadre of EMTs and LaMunyan with his guitar and songfest leadership. From the trail and fire crews that set up the camp to the volunteers who worked on the trail—the hours of work and labors of love ensured success.

Seminar Series Set for FY 94

by Cheryle Zwang, Public Affairs Specialist
Regional Office

"Innovation in Our Changing World" is the theme of the 1994 Region Forester's seminar series. The Regional Leadership Team accepted a proposal by the Regional Public Affairs Office to sponsor the series in FY 94.

"The seminar series is a wonderful information sharing tool," said Regional Forester Dave Jolly, "and, in this time of urgent need for technology transfer, I am extremely excited about offering this program in the Region." The theme stimulated submission of some truly creative and bold new efforts being carried out by employees in the Region. The four selected proposals were:

- Video Technology, Flathead NF
- Conservation Ambassadors: Tearing Down Forestry Boundary Walls, Lewis & Clark NF
- Collaborative Investments in Rural Communities, Bitterroot NF
- Devil's Kitchen, Helena NF

The remaining proposals will be featured in upcoming issues of the Northern Region News.

Flyers will be sent out prior to each of the four seminar presentations. Stated Region Forester Jolly, "I encourage all employees to attend as many of the sessions as possible. As we strive to enhance our efforts of Caring for the Land and Serving People, we must recognize that our greatest asset is our people. We can learn much from one another."

Calling All Sources: History of Lolo Motorway Sought

by George Harbaugh, Lolo Trail IDT Leader
Clearwater National Forest

The Clearwater National Forest is currently conducting an environmental analysis on the Lolo Trail System—the collection of historic trails that cross the Bitterroot Mountains from the Montana border to the Columbia River Basin. Proposals are to construct a maintainable recreation trail across the Forest, make minor improvements on the Lolo Motorway (Road 500), and revise the management guidelines for the trail system.

We need your help with the Lolo Motorway. Completed in 1935, it was the first road across the Bitterroot Mountains. An ethnographic survey is currently being conducted of people who may have worked on or have knowledge of its construction. One possibility is that the original motorway went up Suttler Creek across Woodrat Mountain on to Canyon Junction near Mex Mountain. Another possibility is that it began near the town of Pierce and went through the Musselshell country and up to Pete Forks Junction before continuing eastward.

If you can assist us with information on the west end of the Lolo Motorway, please contact: George Harbaugh, Lochsa Ranger District, Box 398, Kooskia, ID 83539; DG: G.Harbaugh; ROI FO 5 DO 5A; Phone: (208) 926-4275.

Civil Rights Update

by Sunny Hemphill,
Special Emphasis Programs Manager
Regional Office

In FY 93, much of our effort in the area of civil rights has been related to improving persons' with disabilities access to both programs and facilities. As part of our FY 94 annual planning document, eight short-term goals have been established by Region 1 to focus our efforts in FY 94:

Ensure recipients are aware of their civil rights responsibilities.

Ensure that beneficiaries are aware of their right to utilize the complaint process in accordance with USDA regulations.

Provide briefings to managers, supervisors and program staff to ensure full comprehension of civil rights requirements and responsibilities.

Provide orientation to civil rights personnel and Title VI/Section 504 coordinators to ensure a complete understanding of their roles and responsibilities in implementing and monitoring an effective civil rights program.

Strengthen monitoring and evaluation system to include on-site program/activity reviews.

Ensure that outreach is being conducted to minorities, women and persons with disabilities.

Ensure that Forest Service facilities are physically accessible to persons with disabilities or that a plan for provision of services is established.

Ensure that recipient facilities are physically accessible to persons with disabilities or that a plan for provision of services is established.

Our Regional motto is "Good Civil Rights Implementation happens AS we do business."

Tips to Live By



Summer is the time when insects of all kinds that fly, creep and crawl search the countryside and city sidewalks for succulent flesh to feast on. You might keep in mind that they are attracted to bright colors and sweet scents, so watch how you dress and leave the perfume at home. If you are stung or bitten by these pests, here are some remedies:

Fire ants, yellow jackets, wasps and bees: Clean the wound with soap and water. Apply ice and a paste made from meat tenderizer, which contains enzymes that destroy the proteins in venoms and reduce pain and swelling.

Mosquitoes: Apply lotion and ointments that contain Calamine to relieve itching and swelling.

Caterpillars that sting: Take a piece of tape and gently touch the affected area to remove fine caterpillar hairs. Clean the wound with an antiseptic and apply a meat-tenderizer paste to reduce swelling.

Spiders: Apply antiseptic to soothe spider bites. Check for symptoms such as severe stomach pain and stiffness, which require prompt medical attention.

Ticks: Remove tick with tweezers. Grasp the tick close to the head and gently remove it, without leaving the head of the tick embedded in the skin. Apply antiseptic to the wound.

Call your doctor if you have a serious allergic reaction to an insect bit or sting.

Personnel Update

BEAVERHEAD NATIONAL FOREST

AWARDS AND PROMOTIONS

FERGUSON, GARVIN, forestry technician, Wise River RD, promotion
 FREESTONE, JIM, cash award, Wise River RD
 WILLIAMS, CATHY, student trainee, Sheridan RD, promotion, range conservationist

BITTERROOT NATIONAL FOREST

AWARDS & PROMOTIONS

ALEXANDER, JOE, range technician, Sula RD, belt buckle award
 BRANDENBERRY, DALE, forestry technician, Darby RD, promotion, law enforcement program coordinator
 COTHRAN, REBECCA, wilderness resource specialist, West Fork RD, cash award
 FRASER, JUDITH, wilderness coordinator, Sula RD, spot award
 FUCHS, JIM, supervisory social services assistant, Trapper Creek CCC, cash award
 OSET, BOB, wilderness resource specialist, West Fork RD, cash award
 RUMBAUGH, BOBBIE, range technician, Sula RD, belt buckle award
 TROXEL, CHARLES, forester, SO, cash award

REASSIGNMENTS/TRANSFERS

OLK, JOE, social services assistant, Trapper Creek CCC, reassignment, recreation assistant, Deerlodge NF, Anaconda CCC
 YOUNGBLOOD, KAY, forestry technician, Colville NF/Kettle Falls RD, reassignment, Darby RD

CLEARWATER NATIONAL FOREST

AWARDS & PROMOTIONS

BEARD, GERALD, supervisory forester, Lochsa RD, cash award
 BECK, CRYSTAL, support services supervisor, Lochsa RD, cash award
 ELLIOTT, CHARLES, forester technician, Lochsa RD, cash award
 FOWLKES, MELVIN, forestry technician, Lochsa RD, cash award
 FRISH, KRISTIN, forestry technician, Lochsa RD, cash award
 HARBAUGH, ROBIN, resource clerk, Lochsa RD, cash award
 HAZELBAKER, KRISTINE, forester, Lochsa RD, cash award
 JONES, DIANA, landscape architect, SO, promotion
 KILLMAR, VERA, finance assistant, Lochsa RD, cash award
 LUNDGREN, CARL, forestry technician, Lochsa RD, cash award
 MURPHY, PAT, fisheries biologist, Pierce RD, promotion, SO
 PAULET, HART, maintenance worker, Lochsa RD, cash award
 REEVES, ORA, computer assistant, Lochsa RD, cash award
 STICKNEY, INGE, civilian pay clerk, Lochsa RD, cash award
 STOTTS, BRYAN, wildlife biologist, Lochsa RD, cash award

REASSIGNMENTS/TRANSFERS

ADAMS, LORINDA, forestry technician, Klamath NF, transfer, biological technician
 HENDREN, KAREN, clerk/typist, BLM, transfer, information receptionist, Lochsa RD

RESIGNATIONS

JACOBS, MARILYN, information receptionist typing, Powell RD

CUSTER NATIONAL FOREST

AWARDS & PROMOTIONS

GRAY, JAMES P., cash award and temporary promotion, forester, SO
 NAVRATIL PAULA L., cash award, office automation clerk, Medora RD
 ODEGAARD, LOUISE, Deputy FS, Custer NF, temporary promotion, Forest Supervisor, Shawnee NF
 POTTS, LARRY R., temporary promotion, forester administration, NDC
 WALSH, CATHY E., cash award, applications clerk, Medora RD
 BRAUN, BERNADETTE, temporary promotion, forester administration, NDC
 MILBURN, SHERRY L., cash award, public affairs specialist, SO
 TOMAC, JEFFREY L., promotion, range conservationist, Grand River RD
 YOUNG, DIXIE L., cash award, accounting technician, SO
 MACINTYRE, ZONA R., cash award, computer assistant, SO
 SPEER, ANN M., cash award, accounting technician, SO
 SMITH, BARBARA J., cash award, resource clerk, SO
 THOMPSON, CARLA R., cash award, computer specialist, SO
 BISHOP, NORMAN, temporary promotion, supervisory forestry technician, Medora RD
 RINEHART, SUSAN M., promotion, botanist, Medora RD

REASSIGNMENTS/TRANSFERS

NAVRATIL, PAULA, office automation clerk, Medora RD, reassignment, Rio Grande NF
 QUALE, BRENDA, range conservationist, Medora RD, reassignment, Humboldt NF

FLATHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

BOWERS, DEBRA, computer clerk, SO, promotion
 CHATEL, JOHN, fisheries biologist, SO, cash award
 CHRISTOPHERSEN, CINDY, support services supervisor, Swan Lake RD, cash award
 DEIST, JAY, criminal investigator, SO, promotion
 JONES, DENNIS, information assistant, SO, cash award
 MANTAS, MARIA, botanist, SO, conversion
 PLYMPTON, HELGA, computer specialist, SO, promotion
 POCHELON, REMY, forester, Swan Lake RD, cash award
 STANLEY, GAIL, computer technician, Glacier View RD, cash award

REASSIGNMENTS

ARNOUX, KAREN, voucher examiner, SO, reassignment, accounting technician

GALLATIN NATIONAL FOREST

AWARDS & PROMOTIONS

BANKS, CHRIS, student trainee (contract specialist), promotion, SO
 HALSTROM LARS, forestry technician, cash award, Bozeman RD
 HICKEY, JOHN, appraiser, promotion, SO
 KEMPF, JANET, land surveyor, temporary promotion NTE 1 year, SO
 PARAC, WADE, personnel management specialist, promotion, SO
 SOLLID, SHERM, geologist, cash award, SO
 SPARKS, JIM, wildlife biologist, promotion, Big Timber RD
 STEIN, COLLEEN, computer clerk, cash award, SO
 TROCHTA, DAN, wildlife biologist, promotion, Targhee NF

RESIGNATIONS

STRELNIK, JILL, supervisory forester, resignation, Bozeman RD

IDAHO PANHANDLE NATIONAL FORESTS

AWARDS & PROMOTIONS

ALLEN, KATHERINE, student trainee forestry, promotion, forester, Priest Lake RD
 BECK, JERI, conversion to career appointment, forestry aid, Wallace RD
 DEITZ, JAN, computer assistant, promotion, Fernan RD
 HART, PATRICIA, forestry technician, temporary promotion, Bonners Ferry RD

KAMPS, AMBER, conversion to career conditional appointment, forester, Bonners Ferry RD

NORLANDER, BETTY, biological science technician, promotion, Coeur d'Alene Nursery

PEARSON, SARAH, St. Maries RD, forester, promotion, Avery RD

WORDEN, GAIL, wildlife biologist, Targhee NF, transfer, Fernan RD

REASSIGNMENTS/TRANSFERS

ROBERTS, KIMM, Ouachita NF, public affairs specialist, reassignment, writer editor, Wallace RD

RESIGNATIONS

DELLBRIDGE, ELLEN, tractor operator, Coeur d'Alene Nursery

LOLO NATIONAL FOREST

AWARDS & PROMOTIONS

BRUNER, SMITH, forestry technician, Plains RD, cash award
 CARLSON, RICHARD, supervisory forestry technician, Plains RD, cash award
 DAGGER, STEVE, forester, Plains RD, cash award
 DERLETH, ROBERT, forestry technician, Superior RD, spot award
 ERRECART, JOHN, forester, Plains RD, cash award
 GREEN, SANDRA, office automation assistant, Superior RD, spot award
 JACOBSON, TODD, forestry technician, Superior RD, spot award
 KULLA, ANDY, forester, Missoula RD, promotion, supervisory forester (recreation)
 LAMBRECHT, CHERI, forester, Plains RD, cash award
 MAILLET, LYNNNE, forestry technician, Superior RD, spot award
 RADEN, DOUG, forester, Plains RD, cash award
 RAINS, MARGE, computer specialist, SO, special act award from MTDC
 SAVIK, VICKI, resource assistant, Plains RD, cash award
 SCHREIBER, WINNIE, public affairs specialist, Missoula RD, temporary promotion, Missoula RD

Personnel Update

JONES, DIANA, landscape architect, SO, promotion
 SCHLADER, SHARON, support services supervisor, Superior RD
 SOULE, IRA, forestry technician, Plains RD, cash award
 WOODSON, DAN, forestry technician, Superior RD, spot award
 YURCZYK, FRANK, forester, Plains, RD, cash award

REASSIGNMENTS/TRANSFERS

FIX, AL, forestry technician, East Zone Timber Management,
 reassignment, Missoula RD

REGIONAL OFFICE

AWARDS & PROMOTIONS

ALLEN, THOMAS, cartographic technician, promotion, Engineering
 FLOERCHINGER, LEON, cartographic technician, promotion, Engineering
 HARRIS, WILLIAM, carpenter, cash award, Engineering
 KING, VINSON, carpenter, cash award, Engineering
 LUSTGRAAF, SARA, cartographic technician, promotion, Engineering
 NESSER, JOHN, soil scientist, cash award, RAWE
 SANDVICK, LOIS, secretary, promotion, Engineering
 SMITH, CECILIA, office automation clerk, cash award, WRHP
 SWEET, DALE, carpenter, cash award, Engineering
 TRIPP, JUDY, biological science technician, cash award, RAWE
 VANNICE, DONALD, cartographic technician, promotion, Engineering
 WABAUNSEE, KENNETH, forestry technician-smokejumper,
 A&FM-AFD, cash award

REASSIGNMENTS/TRANSFERS

BRAACH, DIANE E., computer assistant, ADM, reassignment
 EDER, ROBERT, program assistant, TCFPM, reassignment
 VACHOWSKI, BRIAN, forester, MTDC, from Nez Perce NF

RESIGNATION

REED, SUZANNE, forester, RAWE

Personnel Changes

James Caswell, supervisor of the Targhee National Forest in Region 2, has been named supervisor of the Clearwater National Forest, headquartered in Orofino, Idaho.

Early in his career, Caswell worked as a forester with the Bureau of Land Management in the States of Washington and Oregon. In 1974 he transferred to the Forest Service as a pre-sale forester with the Umatilla National Forest in Oregon. He was promoted to timber management assistant in 1976 with the Diamond Lake Ranger District, Umpqua National Forest, also in Oregon. Two years later he was promoted to resource assistant.

In 1979, Casell became district ranger for the Blue River Ranger District in the Willamette National Forest. From 1984-86 he served as the Regional appeals and litigation coordinator in the Pacific Northwest Regional headquarters in Portland. Caswell was named deputy forest supervisor for the Boise National Forest in 1986. He was promoted to Forest Supervisor of the Targhee in 1989.

Caswell is married and has three grown children.



James Caswell

Retirement News

Inge Stickney retired from the Clearwater National Forest June 30 after 17 years with the Forest Service. She left her native Germany following the devastation of World War II, emigrating to the United States in 1947. Starting a new life with little more than the clothes on her back, Stickney feels she has lived the American Dream.

Stickney began working for the Forest Service in 1976 with the Lochsa Ranger District, where she remained until her retirement.

Although retired, she is not likely to be idle. For 12 years Stickney has been a member of the Kooskia City Council. She also manages both the Kooskia Food Bank and the USDA Commodities Program; serves on the board of directors for the Kamiah Community Credit Union; and is a court appointed legal guardian for elderly people who are unable to care for themselves.

Inge and her husband Ralph are looking forward to more time with their six children and nine grandchildren.

Letty Schiweck, management assistant with the RO Division of Management Systems, retired July 30, after 31 years for the Forest Service. Schiweck began her career as a card punch operator with the Regional Office in 1962, advancing over the years to supervisory data transcriber, computer technician, computer assistant, and in 1986 to management assistant. She received a Special Act/Service (cash) Award in 1986 for her work in filling a variety of posts within Management Systems while others were on leave.

She and her husband Max will continue to live in Missoula. They are the parents of two grown children.

Other Retirements

Don Chipman, fleet & equipment specialist, SO, Clearwater NF
 Warren Illi, resource coordination staff officer, SO, Flathead NF
 Betty Johnson, lead cartographic technician, Engineering, RO
 Roger Minnich, mining engineer, SO, Idaho Panhandle NFs
 Lorraine Robertson, personnel clerk, SO, Flathead NF
 Arthur L. White, Jr., planner, SO, Custer NF

In Memoriam

Norman Allison, 73, of Victor, died August 14. Allison, from Kanwaka, Kansas, was a graduate of the University of Missoula. After 31 years with the Forest Service, he retired in 1974 from the Idaho Panhandle National Forests as a supervisory civil engineer. He is survived by two daughters.

Charles L. Kraft, 83, of Hamilton, died July 24. Born in Trout Creek, Montana, Kraft spent most of his working life in the lumber industry and as an employee of the Forest Service. He was hired initially as a temporary by the West Fork Ranger District, Bitterroot National Forest, in 1962. He achieved permanent status in 1966 and continued to work for the West Fork in fire control and timber management until his retirement in 1974.

Gwen McKittrick, 74, died August 9 at his home in Joliet, Montana. He began work with the Forest Service in the Ashland Ranger District, Custer National Forest, then moved on to Red Lodge, Beartooth Ranger District, also in the Custer, where he retired. He is survived by his wife Mildred and their three sons.

Douglas Trenk, 44, died August 8 of complications from rheumatoid arthritis. Trenk was born in Missoula, and was a graduate of the University of Montana. At some point in his career, he worked for the Forest Service; however the date and location are not presently known. His most recent employment was with EG&G Special Projects.



Peter and his 4 x 8 acrylic painting portraying the log drive on the North Fork of the Clearwater River. Next time you are in the Regional Forester's Office in Missoula, notice the mural hanging in the waiting room. It was done by Peter in 1982 of the Middle Fork of the Flathead River.

Spotlight

Peter Kola

From: Helsinki, Finland. Immigrated with my family to New England when I was five. As to how I got here from there, I came to come to Missoula to visit my brother who was going to graduate school at the University of Montana. I found Missoula to be my kind of town and decided to go to UM's nursing school.

Profession: Wilderness ranger for the Salmon River Ranger District.

What My Job REALLY Is: Janitorial, public contact, resource survey, LAC, backcountry law enforcement, trail maintenance and compliance work for Idaho Fish and Game.

Past Life: A portal guard at Powell and Elk Summit and a

The Northern Region News

USDA Forest Service

P.O. Box 7669

Missoula, MT 59807

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Permit No. G-40

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Printed on Recycled,
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OCT 29 1991